ECONOMIC ANALYSIS • BUREAU OF EXPORT ADMINISTRATI
REAU OF THE CENSUS • ECONOMIC DEVELOPMENT ADMINI
ONOM ND S AL IN
STAN AN ADE A
ATION OFFICE OF LEGISLATIVE AND I ERNMENTA
NORITY BUSINESS DEVELOPMENT AGENCY • NATIONAL OCE
D ATMOSPHERIC ADMINISTRATION • OFFICE OF THE GENER
UNCIL • OFFICE OF INSPECTOR GENERAL • OFFICE OF PUBL
AIRS • AND TRADEMARK OFFICE • OFFICE OF THE
HNOLO ATIONAL TELECOMMUNIC
D INFORM ON • NATIONAL TECHNICA
RVICE • M ADMINISTRATION • ASS
ATION • • BU
EC OF EXPORT ADMINISTRATI
REA IC DEVELOPMENT ADMINIS
ONOM STRATION • NATIONAL IN
ST NOLOGY • INTE TRADE A
ATION • GISLATIVE ANI NMENTA
NORITY BU PMENT AG ONAL OCE
D A HE GENER
UN OFFICE OF PUBL
AIR PATENT AN OFFICE OF THE
HNOLO ADMINI LECOMMUNIC
D INF NAL TECHNICA
RVICE • STRATION • ASS
ATION • ADMINISTRATI • BU
ECONOMI OF EXPOR TRATI
REAU OF MIC DEVEL MINIS
ONOMIC ONAL IN
STANDA AL TRADE A
ATION • RNMENTA
NOR ONAL OCE
D AT THE GENER

CommercePeople

JUNE/JULY 1993

BUDGET '94

News in Brief

Commerce to Spearhead President's Environmental Initiative

President Clinton has asked Secretary Ronald H. Brown to develop an interagency strategic plan to improve competitiveness and increase exports of U.S. environmental technologies.

Commerce will work with the Department of Energy and Environmental Protection Agency. The program seeks to ensure that federal technology research money is used to develop competitive U.S. environmental products and expand markets for them. This will include forming partnerships among key industries and governmental laboratories to assess environmental impacts of proposed new technologies and to market environmental monitoring technologies abroad.

Brown said the president's initiative is "an indication that this administration truly believes that sustainable economic growth and environmental progress are indeed complementary.

"Commerce will play a role in achieving sound environmental assessment and facilitating environmental technologies which increase the commercial strength of American industries and create jobs for American workers," said Brown. "This is the best way to enhance economic opportunity for the American people."

The president also directed the Bureau of Economic Analysis to develop "Green GDP" (Gross Domestic Product) figures. This would revise existing economic statistics which do not factor in cost of pollution or value of clean air. These numbers incorporate changes in the environment into calculations of national income and wealth.

"This will allow us to add a new dimension to our measurement of economic well-being," said the secretary. "By supplementing the original GDP family of measures, we will have new insights into the quality of our economic progress."

BEA will publish initial estimates within a year.

Commerce to Match U.S. Engineers with Japanese Manufacturers, Brown Says

Secretary Brown announced the start-up of an innovative program—**the Manufacturing Technology Fellowship**—placing U.S. engineers in Japanese manufacturing companies for up to one year. The goal is to help U.S. engineers learn more about Japanese manufacturing practices and to promote long-term professional exchanges with the Japanese.

"We have been talking for years about the need to forge more cooperative relationships with Japan, and this new effort is an ideal way to do just that," Brown said. "This is an investment opportunity for U.S. companies which will help create jobs and economic growth by taking advantage of the opportunity to learn more about Japanese approaches to manufacturing. It will expand international business contacts and contribute to goodwill between the United States and Japan."

Announced in January, the Technology Administration-managed program is ready for applications. Candidates must be U.S. citizens or permanent residents currently employed in manufacturing at an American company.

Fellowships will last about 15 months, including three months of intensive Japanese language and culture training in the United States.

The fellowship initiative is being supported by the U.S. Departments of State and Education and the Commerce Department's Economic Development and Minority Business Development Administrations.

Study Documents Early Effects of Commerce's Advanced Technology Program

Improved industrial cooperation, extension of promising research that otherwise would have fallen to budget decisions and enhanced credibility in the marketplace are among early benefits of Commerce's Advanced Technology Program, according to a survey conducted for the National Institute of Standards and Technology by Solomon Associates, a consulting firm.

However, difficulties in forming and operating a research consortium under strict government rules was one of the problems noted by respondents.

The program awards financial assistance to private companies or industry-led cooperative ventures to support research on promising but high-risk technologies. The program is slated for a major budget increase in President Clinton's recently announced technology plan.

The first 11 ATP awards were announced in 1991. The Solomon Associates study canvassed views of 26 companies participating in the ongoing projects.

Among the most important effects of ATP, according to the survey, were:

- The ATP award allowed the company to pursue high-risk, long-term research it could not have afforded on its own.
- The ATP promotes industrial collaboration to focus on com mon problems.
- Winning an ATP award —the result of a competition based on the technical and business merits of each proposal —significantly enhances credibility with potential investors or strategic commercial partners. This was particularly true for individual applicants.
- Joint-venture participants in particular reported that the ATP pro-

ject led to significant cost savings for each participant by reducing duplicate effort.

Other effects noted by participants included the ability to attract additional funding, more rapid development of technology, ability to retain jobs otherwise lost, enhanced competitive standing in the marketplace and ability to form strategic alliances and a strengthening of "technology infrastructure" in the respondent's industry.

A majority of joint venture participants reported that the ATP project did cause some problems, chiefly because of federal regulations governing certain procedures, or difficulties in formulating intellectual property agreements.

The Advanced Technology Program is managed by NIST. The agency commissioned the Solomon Associates study as part of a long-term effort to measure effects of ATP on U.S. industry.

Number of Non-English Language Speaking Americans Up in 80s; World's Elderly Population Growing Steadily, Says Census

More than 31.8 million people —14 percent of the nation's population aged five or more— reported they spoke a language other than English in 1990, compared with 11 percent a decade earlier, according to the Census Bureau.

After English, Spanish was the most common language —10 times more prevalent than French. Next most spoken language was German, followed by Italian and Chinese.

Also: nearly 332,000 speak a Native North American Indian language.

***

In a separate report, Census said that the world's elderly population —65 and older—are an increasingly larger proportion of the world's total population. And the coming growth of the oldest old —those 80 years and more, will be stunning. Global population aged 65 or more is estimated to be 342 million persons (6.2 percent of the world's population). By the year 2010, projections suggest the worldwide growth of the elderly will be more than 1.1 million a month.

"Storm of the Century" Sets Weather Records

The devastating storm which covered one-third of the country with heavy snow last March, has upset climate records established 100 years ago, according to the National Oceanic and Atmospheric Administration.

The "Storm of the Century" struck the Gulf Coast March 12 and three days later had traveled up the Eastern Seaboard to Maine. Every major airport along the way closed, 243 people died, and some three million people were left without electrical power.

The storm saw thousands isolated by record snowfalls. Mount Mitchell, N.C., was covered with 50 inches of it, and a howling wind brought snowdrifts as high as 14 feet —more than 100 hikers were rescued from North Carolina and Tennessee mountains.

Tornadoes and severe weather across Florida caused 27 deaths. Preliminary property damage estimates nationwide exceed $1.5 billion.

The benchmark storm of the last century, the Blizzard of 1888, caused 400 deaths and dropped enough snow to form drifts over the tops of houses from New York to New England. Though more severe in the Northeast, the Blizzard of 1888 did not hit so large an area as this year's storm.

NOAA Satellite System Saves Two Near the Bahamas

The National Oceanic and Atmospheric Administration's satellite system helped save two mariners recently when they activated their Emergency Position Indicating Radio Beacon or EPIRB, 15 miles northwest of Matanilla Shoal, Bahamas.

The mariners were underway from Ft. Pierce, Fla., to Walkers Cay, Bahamas, when their vessel, "Bone Dust," became disabled and adrift in the Gulf Stream. They activated their 121 MHz EPIRB; its signal was picked up by a COSPAS-SARSAT satellite —part of an international search and rescue satellite system operated by NOAA. The signal was relayed to a ground receiving station, processed for distress location, and sent to NOAA's U.S. Mission Control Center in Suitland, Md.

The control center forwarded the message to a Coast Guard Rescue Coordinating Center, which dispatched an HU-25A helicopter from Air Station Miami to the distress location. The Coast Guard diverted the nearby vessel, "Little Ricky," which towed "Bone Dust" safely to port in Walkers Cay.

The COSPAS-SARSAT program uses six NOAA environmental satellites equipped with Canadian and French search and rescue instruments, Russian satellites and a network of earth stations to pick up distress signals from pilots or mariners who have crashed or become shipwrecked.

The program was formed as a joint effort by the United States, Canada, France and the former Soviet Union.

PTO Announces Top 10 Patent Recipients

The Patent and Trademark Office says that six Japanese and four U.S. companies received the most number of patents in 1992.

The top 10 were Canon Kabushiki—1,106; Toshiba Corp.—1,020; Mitsubishi Denki—957; Hitachi—951; General Electric Co.—937; International Business Machines Corp.—842; Eastman Kodak Co.—775; Motorola Inc. —658; Fuji Photo—640; and Matsushita Electric —608.

PTO received a record 185,446 patent applications filed in FY 1992 with a record number 109,728 issued. Of that, 54.5 percent went to U.S. residents — highest of the last six years.

Letters to the Editor

In Commerce People, March 1993, I searched in vain for a cover photo picture of Margaret Sanger. This woman was really responsible for the true freedom of the world's women, promoting women's rights to birth control, access to information about women and possession of their bodies and encouraging all people to plan their families.

Her beginning steps resulted in a world awareness of the need for family planning and birth control, as well as the right of all women to understand their basic needs and rights. I personally was taken aback that her picture was not included in your gallery!

John B. Pearce
National Marine Fisheries Service

***

I read with interest the March 1993 edition of Commerce People and was delighted that you chose to acknowledge National Women's History Month. I believe it is useful to keep before Commerce employees the struggles and accomplishments of leaders in the equality movement — whether it be for woman, minority races, religion or any other factor that tends to exclude individuals from occupations, education, services, life amenities or the "pursuit of happiness."

There was however one significant omission from your edition that I would like to bring to your attention. Belva Ann Lockwood was one of the first women in the United States to practice law and to argue a case before the Supreme Court. She also sponsored the first southern African-American to argue before the Supreme Court. AND she was the first woman to appear on the ballot and campaign in a presidential election. Victoria Woodhull, while nominated to run for president, was ineligible because of her youth. Furthermore, Belva Lockwood actually received votes —4,419— not a lot but an indication that voters (all of whom were men) were not satisfied with the status quo.

There is a beautiful full length painting of Ms. Lockwood hanging in Washington D.C.'s National Portrait Gallery. She is buried in Congressional Cemetery in Southeast Washington near the D.C. jail.

Incidently, Belva is an aunt of mine, having married Dr. Ezekiel Lockwood in 1868. Our daughter was given the middle name Belva to keep the history alive in our family.

Millington Lockwood
National Ocean Service

P.S. I have been employed by the Department of Commerce since 1970. Presently, I am a physical scientist working on the area of marine geology, geophysics and ocean mapping with the Coast and Geodetic Survey.

From the Editor:

For the last two years, Commerce People has dedicated the front cover of the March issue to National Women's History Month —and subsequently received record numbers of phone calls and letters. We would like to thank all those who expressed interest, including Millington Lockwood and John Pearce. As for the March 1993 cover, yes, many important women were not included. The cover was specifically about the woman's suffrage movement, which lasted from 1848-1920.

For more information about National Women's History Month, contact the National Women's History Project, 7738 Bell Road, Windsor, Calif., 95492-8518, (707) 838-6000.

--Announcements--

The Library of Congress' Federal Research Division is starting work on a series of country study handbooks to update *The Soviet Union: A Country Study,* published in 1991. Countries of the former Soviet Union (Armenia, Azerbaijan, Belarus, Estonia, Georgia, Kazakhstan, Kyrgyzstan, Latvia, Lithuania, Moldova, Russia, Tajikistan, Turkmenistan, Ukraine and Uzbekkistan) will be grouped into books by region and provide an overview of what has happened to— and in— these countries since 1989. The books will cover recent history, physical environment, population, health and welfare, religion, language, culture, economy, government and politics, foreign relations and national security.

The research division needs photographs for these books and is looking for photographers willing to share their photos and/or slides of these countries. All materials will be returned. Photographers whose work is used will receive credit and a copy of the book. Contact Helen Fedor at (202) 245-5229.

***

The Washington-area legal community is sponsoring the Third Annual "Lawyers Have Heart" 10-K run and one mile walk to benefit the American Heart Association. The race is scheduled for 9 a.m., June 6, at the Washington Harbor on Georgetown's waterfront. For more information, call Eric Moll, General Counsel's Office at (202) 482-5045.

***

Following is Main Commerce's Commerce Employees Recreational Association June schedule for merchandise sales. Vendors are across from Aquarium gift shop, 10 a.m. to 2 p.m.

June 1, 2 (earrings)
June 3, 4 (jewelry)

continued on next page

Announcements – continued

June 8, 9 (ties, jewelry, small rugs)
June 10, 11 (jewelry)
June 15, 16 (ties, scarves)
June 17, 18 (chinaware)
June 22, 23 (variety)
June 24, 25 (jewelry)
June 29, 30 (bakery items)

***

This year's Commerce Softball Tournament will be held Aug. 7 at the Clinton Boys and Girls Club. This year the tournament plans to include a co-ed division as well as a men's division. Team captains should contact Bill Sandusky (301) 763-7818 for details.

***

The Patent and Trademark Office recently hosted its 21st annual National Inventors Expo '93. Approximately 100 independent inventors and small and large companies exhibited their latest patented invention. Discussed were subjects, such as: how to be successful at inventing, how to deal with the Patent and Trademark Office, how to attract elusive dollars and other topics geared to help the inventor. Michael Kirk, acting commissioner, delivered the keynote address.

***

More PTO news. The 11th annual Trademark Expo' 93 will be held at the Andrew Mellon Auditorium June 26 and 27. The auditorium is located across the street from the Smithsonian Natural History Museum, between 12th and 14th streets on Constitution Ave. Hours both days are 8:00 a.m. to 5:00 p.m. and admission is free. See your favorite character like Mr. Peanut, the Trix Rabbit and the Energizer Bunny, plus a host of others. Door prizes and free samples will be available from some of the exhibiting companies.

GLOBE, otherwise known as the Commerce Department's Gay, Lesbian or Bisexual Employees, holds monthly meetings and social events. June events include a barbecue/picnic. For more information, contact Barbara Brenkworth (301) 309-0639.

Inside Commerce . . .

The Patent and Trademark Office Toastmasters Club won first place in both the International Speech and Table Topics Contests for Area 13. Then, representing Area 134 in the Division A contest, PTO Toastmasters made another clean sweep, taking first place in both contests!

Winner of the Speech Contest was patent examiner Barbara Frazier and for the Table Topics Contest, Ray Covington, also a patent examiner.

Winners at a district level will go on to the Region VII contest in Hartford, Conn. Winners of that contest will compete with other regional winners from around the world in the International Toastmasters Speech and Table Topics contests in Toronto, Canada.

For further information, call Lou Falasco (703) 305-6974 or Francis Lorin (703) 308-2061.

***

The Paper Recycling Program in the Herbert C. Hoover Building has been very successful. In the three years that the program has been in existence, employees have recovered approximately 350 tons of white bond paper to be recycled. Also targeted for the "to be recycled" bins were glass, aluminum and newsprint.

Building maintenance submitted the following statistics:

The manufacture of 350 tons of paper from virgin material would have required destruction of more than 6,000 mature trees. Each ton of paper recovered saved 3.3 cubic yards of landfill space. Each 2 1/2 tons of trash (whether paper, glass, aluminum or newsprint) that did not have to be transported to the landfill saved the building about $100 in hauling fees and an additional $100 tipping fees (charged by the county).

Manufacturing paper from our recycled fiber used 64 percent less energy, created 74 percent less air pollution and produced 35 percent less pollution than if virgin fiber had been used. Each recycled aluminum can saved 95 percent of the energy that would have been used to produce aluminum from ore.

Winners Barbara Frazier and Ray Covington display their trophies. With them is Toastmaster Club President Lou Falasco.

Biker Employee Sets the Record Straight

By the end of this article, **Nancy Weiss** wants everyone to know that most motorcycle bikers are not the tattooed hoodlums we see in movies and on television. Bikers include grandmothers, movie stars, lawyers and government employees.

As a personnel staffing specialist for the Office of Human Resources Management, Weiss writes employment policy and helps run department employment programs. When the work day is over she dons her leather jacket and pants, hops on her Harley Davidson motorcycle and rides home.

Says Weiss, "I've met a very interesting mix of people since I started riding. I belong to a Harley owners group and a lady riders group. Besides riding, we are involved in community outreach too, in adopt-a-highway program, charity rides, things like that."

Weiss' self-described passion for bikes started in her twenties. After being in a minor accident while on the back of a friend's bike, Weiss felt the only way to overcome her fear was to learn to ride herself. She bought a bike and learned to ride in the backyard. She got her license and rode regularly for five years.

On the bike.

"Then I got married and had a baby. I decided it wasn't a good thing for a mom to be doing and my husband was pressuring me to quit. So to keep peace in the family, I did.

"Divorced and turning forty, I felt an urge to start riding again. I wanted to be doing what I enjoy. I started reading the classifieds looking for a bike. I finally found a Harley Davidson last October.

"All winter long that bike sat in my basement. Occasionally I would go downstairs and sit on it and pretend I was on the road. When spring came, I took a safety training program at the local community college. I didn't realize how much I didn't know about safety —after all, I learned how to ride in the backyard."

Besides safety awareness, another difference Weiss experienced when reviving her hobby is the Harley. "A Harley has mystique attached to it. Motorcycles are works of art to people who like to ride, and Harley owners think their bikes belong on a higher plane than the other models. They have a particular design that other bikes don't have. They even sound different. Even people who don't know much about motorcycles turn around when they hear the roar of a Harley."

Safety awareness and a Harley Davidson aside—some things always stay the same, even after 10 years. "Riding is almost a spiritual experience. When you are in a car there is a shield around you. You don't feel the breeze or see with the same clarity as you do on a bike. I recently took a day off and went riding with a friend in Virginia's countryside. There I was, looking at this beautiful countryside and singing at the top of my lungs."

Commerce Employees Stepping Out

Government workers are plagued with many stereotypes. One is that we are not fashion conscious. Here, to thumb her nose at that especially insulting myth, is **Rosetta Smith**, a graphic designer in the department's Office of Administration

continued on page 7

Mystery model Elizabeth Stroud, Director of Human Resources.

On the job.

Commerce Employees Stepping Out – continued

by day, a small-business entrepreneur by late afternoon, evenings and weekends.

Smith and her husband opened a bridal and formal-wear store called *A Formal Affair* about a year ago. Besides offering the usual bridal shop services, A Formal Affair is carving its niche with those who procrastinate.

"We go out of our way to make sure customers get what they want—even if they ask for it at the last minute," says Smith. "For instance, one time a customer—we advised against it—ordered an evening gown for an awards ceremony a size too small because she planned to lose weight. Well, the day before the event, she still couldn't fit into the dress. I arranged for a seamstress to make a new top for it the next day. The seamstress finished at 6:30 p.m —the customer changed at the store and went to the event at 7:30."

Nicole Solomon, Minority Business Development Administration.

Manon Mattchet, International Trade Administration.

Colette Magwood, Office of the Secretary.

Henry Gaston, Bureau of Export Administration.

Fred Harrison, Office of Administration.

Smith staged a lunch-time fashion show at Main Commerce, using Commerce models. The event was packed—partly because fliers advertised a "mystery model" who turned out to be **Director of Human Resources Elizabeth Stroud**—but also because employees wanted to cheer their friends and co-workers on stage.

James Chase, Office of Administration.

Housekeeping for Commerce Comes To $3.516 Billion in FY 1994

Secretary Ronald H. Brown put the department's budget for fiscal year 1994 at $3.516 billion — $455 million more than fiscal year 1993 level of $3.06 billion.

Said the secretary: "In the past dozen years, our economy has not kept up with fundamental changes in the global economy. Our ability to master technical changes, stay at the forefront of ongoing development and apply it to our own way of doing things, has been eroding. Commerce will be taking the initiative in moving the nation forward in the technological world, through programs that can help realize the president's priority goals.

"Our goal in FY 1994 is simple— to increase investment in programs which encourage long-term growth and technological progress, thus creating jobs, and simultaneously cut administrative and personnel costs."

(The Senate is currently considering Commerce's FY 1993 supplemental budget request of $358 million, funding to be spent this year

1) to create jobs in private sector science- and technology-oriented manufacturing companies and universities;

2) to fix the Commerce portions of a nationwide "information highway" and support state and local planning efforts;

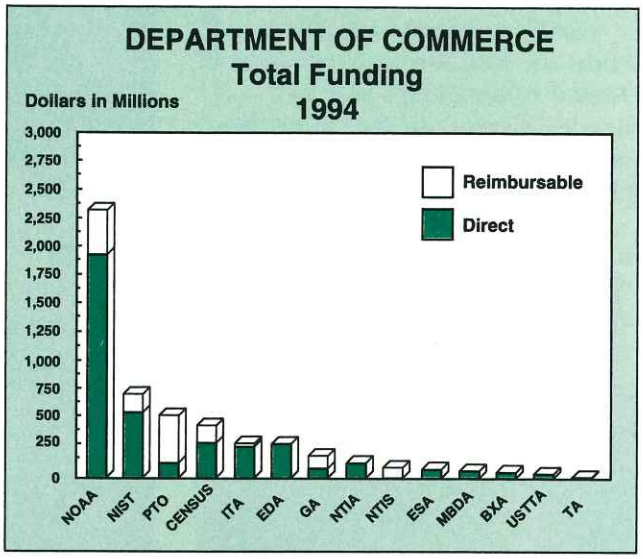
3) to aid in the rebuilding of economically distressed areas.)

***

"EDA is so vital in many parts of this county that Congress repeatedly restored funding . . . "

"Economic Development Administration programs have suffered in the last 12 years, as the Reagan-Bush administrations tried repeatedly to eliminate them. EDA is so vital in many parts of this country that Congress repeatedly restored funding. For the first time in 12 years, EDA is included in the department's budget request. We will seek authorizing legislation for FY 1994," said the secretary.

"Under defense conversion initiatives, EDA requests funding to help distressed areas find alternative uses for military and Department of Energy facilities and other jobs when defense contracts are lost. Our goal will be to return afflicted areas to a self-sustaining footing. We are taking steps to ensure that the communities affected by the military base closing announced by Secretary [of Defense] Aspin will be included in EDA's planning."



"Technological advances have led to two-thirds of the nation's productivity gains over the last 60 years. . ."

Commerce is also pursuing several joint government-business technology initiatives.

"Technological advances have led to two-thirds of the nation's productivity gains over the last 60 years," said Brown, leading to two major investment goals:

- For NIST, suggested increases in the Advanced Technology Program, the Manufacturing Extension Partnership program, NIST core research and the Federal Coordinating Council on Science, Engineering and Technology activities.
- NIST, Department of Energy, National Science Foundation and National Aeronautics and Space Administration are working with the Defense Department's Advanced Research Projects Agency to develop a coordinated technologically-oriented defense conversion program. NIST is expected to help administer DOD funding for manufacturing conversion/extension programs and technological development.

"The weather service will be a more automated and less labor-intensive operation."

"National Oceanic and Atmospheric Administration's weather service is another example of the president's commitment to a long-term investment strategy," said the secretary. "The weather service will be a more automated and less labor-intensive operation."

Commerce is requesting an FY 1994 increase to continue developing and procuring weather satellites and new weather detection technologies, and to implement workforce transition.

The FY 1994 request is the high water mark of funding requirements for this important program.

"The Commerce Department agrees with the president on the

importance of a balanced federal role in the development of a national information highway. . .”

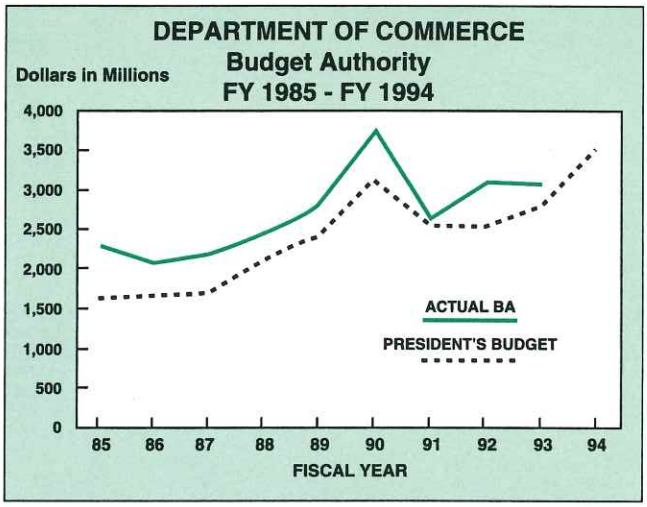
National Telecommunications and Information Administration conducts its own research and supplies grants for the construction of public telecommunication facilities.

Said the secretary: “The Commerce Department agrees with the president on the importance of a balanced federal role in the development of a national information highway.

“The administration has proposed development of a national information infrastructure which will ultimately connect the nation’s businesses, residences, schools, health care facilities and public information providers through a broad interactive telecommunication network capable of transporting large volumes of data at high speed. NTIA will award grants for the planning and construction of initiatives to promote connections between end users.”

Statistics —the “biggest infrastructure problem of all”

Economic statistics are the department’s bread and butter. Brown quoted Fortune magazine calling statistics the “biggest infrastructure problem of all.” So the department is asking for funding in Census and the Bureau of Economic Analysis to undertake a number of initiatives, especially in areas of dynamic economic change—technological innovation, the service sector and trade. Planning and improvement of the next decennial Census are also targeted.

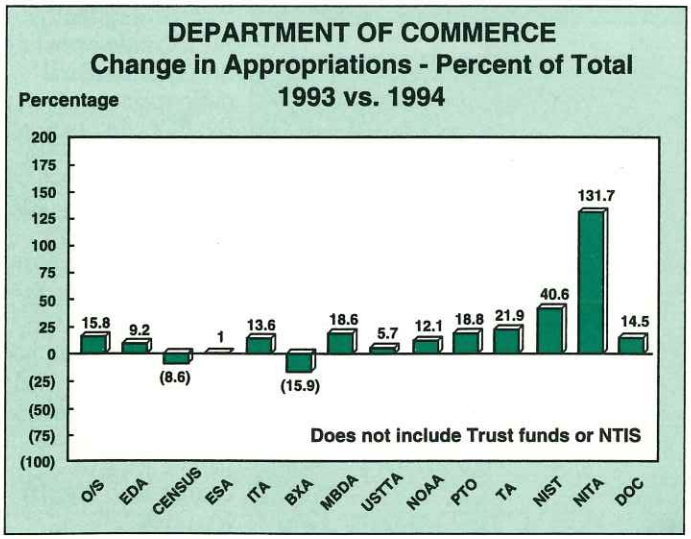


Trade responsibilities remain a high priority for the department.

Commerce will continue to provide policy support to the U.S. Trade Representative to ensure completion of negotiations on the Uruguay Round of General Agreements on Tariffs and Trade and the Supplemental Agreements to North American Free Trade Agreement, before submitting implementing legislation. In FY 1994, Commerce will undertake an outreach program to educate the U.S. business community on the impact of these agreements.

To support market reforms in the Newly Independent States of the former Soviet Union and expand export opportunities for U.S. companies, funding is requested to continue and expand programs funded in FY 1993 using Agency of International Development resources. These include three additional consortia of American businesses in the NIS grants; the Special American Business Internship Training program; the U.S.-Russia Business Development Committee; and counseling services through the NIS Business Information Center.

“International travel is America’s largest business service export, and the United States Travel and Tourism Administration contributes to the continued growth of this export,” said the secretary.



“MBDA’s programs are in a unique position to support growth. . . ”

“Strong and sustained growth of the minority business segment of our economy is a goal of the Minority Business Development Agency. MBDA’s programs are in a position to support growth and to ensure that new businesses are able to make long-term contributions to the U.S. economy, especially the Minority Enterprise Growth Assistance Center program,” said the secretary. “For this reason, we are requesting additional funding.”

* * *

Cutting the cost of government

The secretary concluded his remarks with the observation that there is no free lunch. “We will not have the resources we need to deliver on our promises to the American people, to create jobs and opportunities, if we do

DEPARTMENT OF COMMERCE
FY 1994 PRESIDENT'S REQUEST
BUDGET AUTHORITY
(dollars in millions)

Summary Table 1

	1992	1993			1994			
	Budget Authority	Enacted	Stimulus Supplemental	Total	Change from Enacted Savings	Investments	Other	Total Request
GENERAL ADMINISTRATION	46	48	0	48	0	0	8	56
ECONOMIC DEVELOPMENT ADMINISTRATION	329	238	94	332	(13)	33	(5)	253
BUREAU OF THE CENSUS	290	297	0	297	0	0	(26)	272
ECONOMICS AND STATISTICAL ANALYSIS	40	47	...	47	0	0	3	50
INTERNATIONAL TRADE ADMINISTRATION	209	214	0	214	0	0	32	246
BUREAU OF EXPORT ADMINISTRATION	39	41	...	41	(6)	0	0	35
MINORITY BUSINESS DEVELOPMENT AGENCY	42	38	2	40	0	0	7	45
UNITED STATES TRAVEL & TOURISM ADMIN.	17	19	...	19	0	0	1	20
NATIONAL OCEANIC & ATMOSPHERIC ADMIN.	1,703	1,716	81	1,797	(65)	243	30	1.924
PATENT AND TRADEMARK OFFICE	88	87	0	87	0	0	16	103
TECHNOLOGY ADMINISTRATION	5	5	...	5	0	0	1	5
NATIONAL TECHNICAL INFORMATION SERVICE	0	8	0	8	0	0	(8)	0
NAT'L INSTITUTE OF STANDARDS & TECH.	247	383	117	500	0	188	(35)	535
NATIONAL TELECOMMUNICATIONS & INFO ADMIN.	40	40	64	104	0	54	1	95
TOTAL, DOC FEDERAL FUNDS	3,096	3,179	358	3,537	(84)	518	27	3,640
TOTAL, DOC TRUST FUNDS	73	1	0	1	0	0	0	1
TOTAL, OFFSETTING RECEIPTS	(147)	(119)	0	(119)	0	0	(6)	(125)
TOTAL, DOC BUDGET AUTHORITY	3,023	3,061	358	3,418	(84)	518	22	3,516

not cut the cost of government."

Across the board cuts included:

- forgoing the 1994 pay raise
- attrition savings from a 2.5 percent reduction in employment through 1994
- administrative savings in travel, consulting and communication costs.

The secretary also proposes elimination of non-recurring items and low priority programs, projects and demonstrations in NOAA. He said a downward cycle in the Census process allows reduced funding in that program. And changes in the Bureau of Export Administration workload allow reduction—specifically the Trade Adjustment Assistance Program will be terminated and TAA activities will be assumed in other Commerce and Small Business Administration assistance efforts.

However the secretary noted that Commerce does have additional ways of saving funds and raising revenues. "The administration is proposing that NTIA trade a portion of the federal radio spectrum to the FCC for auction to the private sector. It is estimated that this will produce revenues for the U.S. treasury over the 1994-1998 period.

"We will seek authority for the Patent and Trademark Office to incorporate the patent fee surcharge into regular fee rates."

DEPARTMENT OF COMMERCE
FY 1993 FTE

Summary Table 2

	ENACTED			CHANGES				REVISED		
				President's Reduction		Supplemental				
	Direct	Reimbursable	Total	Direct	Reimbursable	Direct	Reimbursable	Direct	Reimbursable	Total
GENERAL ADMINISTRATION	515	747	1,262	(5)	(7)	0	0	510	740	1,250
ECONOMIC DEVELOPMENT ADMINISTRATION	353	2	355	(4)	0	0	0	349	2	351
BUREAU OF THE CENSUS	5,224	3,569	8,793	(52)	(37)	0	0	5,172	3,532	8,704
ECONOMIC AND STATISTICAL ANALYSIS	557	43	600	(6)	0	0	0	551	43	594
INTERNATIONAL TRADE ADMINISTRATION	2,335	30	2,365	(24)	0	0	0	2,311	30	2,341
BUREAU OF EXPORT ADMINISTRATION	430	4	434	(4)	0	0	0	426	4	430
MINORITY BUSINESS DEVELOPMENT AGENCY	190	0	190	(2)	0	0	0	188	0	188
UNITED STATES TRAVEL & TOURISM ADMIN.	94	0	94	0	0	0	0	94	0	94
NATIONAL OCEANIC & ATMOSPHERIC ADMIN.	11,966	1,307	13,273	(119)	(14)	80	(80)	11,927	1,213	13,140
PATENT AND TRADEMARK OFFICE	5,101	0	5,101	(51)	0	(15) 1/	0	5,035	0	5,035
TECHNOLOGY ADMINISTRATION	41	2	43	0	0	0	0	41	2	43
NATIONAL TECHNICAL INFORMATION SERVICE	0	350	350	0	(4)	0	0	0	346	346
NAT'L INSTITUTE OF STANDARDS & TECH.	1,917	1,292	3,209	(19)	(13)	100	(100)	1,998	1,179	3,177
NATIONAL TELECOMMUNICATIONS & INFO ADMIN.	221	70	291	(2)	(1)	15	0	234	69	303
TOTAL, DOC	28,944	7,416	36,360	(288)	(76)	180	(180)	28,836	7,160	35,996

1/PTO will be reduced by 15 FTEs to support NTIA's FTE requirement if the supplemental is enacted.

DEPARTMENT OF COMMERCE
FY 1994 FTE

Summary Table 3

	BASELINE			CHANGES			REQUEST		
	Direct	Reimbursable	Total	Direct	Reimbursable	Net	Direct	Reimbursable	Total
GENERAL ADMINISTRATION	510	740	1,250	25	(27)	(2)	535	713	1,248
ECONOMIC DEVELOPMENT ADMINISTRATION	349	2	351	4	0	4	353	2	355
BUREAU OF THE CENSUS	5,172	3,532	8,704	(176)	(353)	(529)	4,996	3,179	8,175
ECONOMIC AND STATISTICAL ANALYSIS	551	43	594	(19)	(10)	(29)	532	33	565
INTERNATIONAL TRADE ADMINISTRATION	2,311	30	2,341	47	0	47	2,358	30	2,388
BUREAU OF EXPORT ADMINISTRATION	426	4	430	(123)	0	(123)	303	4	307
MINORITY BUSINESS DEVELOPMENT AGENCY	188	...	188	2	0	2	190	0	190
UNITED STATES TRAVEL & TOURISM ADMIN.	94	...	94	2	0	2	96	0	96
NATIONAL OCEANIC & ATMOSPHERIC ADMIN.	11,927	1,213	13,140	8	0	8	11,935	1,213	13,148
PATENT AND TRADEMARK OFFICE	5,035	...	5,035	(62)	0	(62)	4,973	0	4,973
TECHNOLOGY ADMINISTRATION	41	2	43	2	(2)	0	43	0	43
NATIONAL TECHNICAL INFORMATION SERVICE	...	346	346	0	34	34	0	380	380
NAT'L INSTITUTE OF STANDARDS & TECH.	1,998	1,179	3,177	291	(203)	88	2,289	976	3,265
NATIONAL TELECOMMUNICATIONS & INFO ADMIN.	234	69	303	15	0	15	249	69	318
TOTAL, DOC	28.836	7,160	35,996	16	(561)	(545)	28,852	6,599	35,451

Consumer Corner: E. coli

GOOD NEWS FOR CONSUMERS:

Looking for tips on health, parenting, home improvement, investing or starting a small business? These and other topics are covered in publications produced by federal agencies and available to you through the *Consumer Information Catalog*. The General Services Administration's Consumer Information Center publishes a new catalog each quarter. For your copy of the 1993 summer edition, send a postcard to: FREE CATALOG, Pueblo, Colo., 81009.

The center is on the lookout for new publications to include in the catalog. Commerce agencies with publications of interest to consumers or those starting a small business, may want to consider the catalog for distribution. The center is especially interested in including environmental, safety, consumer product, or small-business-related materials. Three Commerce publications are in the spring issue: *General Information Concerning Patents, Getting What You Pay For: Weights and Measures Tips for Consumers, and Metric Measures Up.* For more information, contact Paula Moser, USGSA/CIC (XC), 18th & F Sts., N.W., Washington, D.C. 20405, (202) 501-1794.

The Consumer Information Catalog will be sent to you free of charge when requested from the address above. However, when ordering from the catalog, there is a $1.00 service fee for ordering up to 25 different free booklets. If you order only free booklets, send your order to: S. James, CIC-3B, P.O. Box 100, Pueblo, Colo., 81002. If you order sales or both free and sales booklets, send your order to R. Woods at the same address. Make checks or money orders payable to "Superintendent of Documents".

Q. With all the news about food poisoning by E. coli, I'm leery of grilling hamburgers and other meats outdoors this summer. What can I do to make sure my family doesn't get sick?

A. According to staff at the Agriculture Department's Meat and Poultry Hotline, foodborne illness rates increase in the warm summer weather, so do take precautions when grilling. Follow these guidelines:

- wash hands, utensils and work areas with hot, soapy water before and after cooking food;
- keep meat, poultry and other perishables in insulated coolers with an ice source;
- marinate foods in the refrigerator. For basting or dipping, use only the portion of marinade which has not come in contact with raw meat or poultry;
- don't partially cook meat or poultry unless it will go onto the grill immediately;
- grill meat until it is hot, steaming, no longer pink, and juices run clear. The center of ground meat patties should be grayish-brown;
- serve grilled foods on a clean platter, not the one that has had raw meat or poultry juices on it; and
- don't let picnic foods sit at warm temperatures for long. If it's over 85 degrees F, one hour or less is the maximum time foods should sit out.

For more information on summer food safety, call the Meat and Poultry Hotline at 1-800-535-4555. You might also want a copy of "Quick Consumer Guide to Safe Food Handling" (publication #528Z; free) from the Consumer Information Center's catalog.

Q. What does "SPF" mean on a sunscreen product?

A. Ultraviolet A (UVA) and ultraviolet B (UVB) rays age your skin and increase your risk of skin cancer. To protect yourself, always wear a sunscreen when you spend time outdoors this summer. The SPF listed on your sunscreen bottle is the sun protection factor. Choose a sunscreen with an SPF of 15 or higher. The SPF number tells you how much longer you can stay in the sun using the sunscreen than without it. With an SPF 15, for example, you can stay in the sun without burning 15 times longer than you could if you didn't use a sunscreen. For more summer tips, request "Cool Tips for a Hot Season" (#616Z; free).

Q. We're looking for summer travel destinations in the U.S. for our whole family, kids and older folks alike. Any suggestions?

A. You might want to check out some of the following materials listed in the summer Consumer Information Catalog:

- **Discover America: A Listing of State and Territorial Travel Offices of the United States**—use it to order free vacation information (#455Z; $0.50).
- **A Guide to Your National Forests**—(#133Z; $1.00)
- **Lesser Known Areas of the National Park System**—(#134Z; $1.50)
- **National Park System Map and Guide**—(#136Z; $1.25)
- **National Trails System Map and Guide**—(#147Z; $1.25)
- **Access Travel: Airports**—tips for easier travel for elderly and people with disabilities (#578Z; free)
- **The Great American Landmarks Adventure**—stories and pictures of 42 historic U.S. landmarks for 9-12 year-olds (#144Z; $3.25)

Q. I see ads on TV for books about how to buy surplus goods and property from the federal government, but they cost about $50. There has got to be another way to get the information. Can you tell me how?

Continued on page 12

What is Depression?

The Employee Assistant Program, administered by the department's Office of Human Resources Management, offers free and CONFIDENTIAL short term counseling, assessment and referral services to employees and family members. EAP provides help for substance abuse, emotional, marital and family problems, as well as health, legal and financial difficulties. Mandated by Congress, every government agency is required to provide access to this service.

On a quarterly basis, Commerce People will feature questions submitted to Main Commerce's EAP counselor Kennari Samet. Employees wishing to submit questions should contact the editor. For more information about EAP, contact your personnel office. Main Commerce employees can call the EAP office on (202) 482-1569.

***

Q. I overheard a coworker in my office say that he is taking Prozac. I know that is a medication prescribed for depression. Isn't this a drastic action for him to take?

A. Prozac is one of the newer antidepressants available. It is widely prescribed and has been very successful in treating depression. One reason it has become so popular is because it tends to produce fewer side effects than the previous generation of antidepressants.

Depression is the most common form of mental illnesses, affecting 15 million Americans each year. Despite its prevalence, only one in three depressed people gets help. Unfortunately, most people do not seek treatment because their symptoms either are not recognized; blamed on personal weakness; so disabling that people cannot seek help; or, are misdiagnosed.

The good news is that when depression is diagnosed, effective treatments are available. Antidepressant medication (such as Prozac) and psychotherapy to deal with interpersonal problems are effective forms of treatment to combat depression —especially when used together. With appropriate treatment, 80 percent of people who suffer from depression can be helped.

While the exact cause of depression is unknown, it is not a sign of personal weakness. People suffering from depression cannot "pull themselves together" and get over it. It isn't a physical illness, like the flu.

Depression is not a passing blue mood like those we all experience from time to time. Symptoms of depression can include:

- persistent sad, anxious or empty mood
- feelings of hopelessness, pessimism
- loss of interest or pleasure in hobbies and activities that you once enjoyed, including sex
- insomnia, early-morning awakening, or oversleeping
- appetite and/or weight loss or overeating and weight gain
- decreased energy, fatigue, feeling "slowed down"
- thoughts of death or suicide, suicide attempts
- restlessness, irritability
- difficultly concentrating, remembering, making decisions
- persistent physical symptoms that do not respond to treatment, such as headaches, digestive disorders and chronic pain.

If you feel you may be suffering from depression, or just have questions about it, your EAP office can serve as a good resource.

Consumer Corner *Continued from page 11*

A. Yes. Don't pay for information you can get for free or at very low cost. These booklets listed in the Consumer Information Catalog should help you:

- Are There Any Public Lands for Sale?—(#113Z; $1.00)
- How to Buy Surplus Personal Property from the Department of Defense—lists items for sale and how to get details. (#114Z; $1.00)

WANTED: Commerce News

Commerce People is for and about Commerce people activities. We rely on you—Commerce employees—to help keep us informed about what's happening in your part of the department. If you have a story idea, please let us know!

Perhaps a coworker has done something special, and deserves recognition. Or maybe you or your department have won an award and would like to tell us about it.

Due to space limitations, we can't promise that we will use every idea, but we invite you to submit them for consideration. We cannot guarantee that photos will be returned.

We would really like to hear what is happening in your corner of Commerce!

Send your story ideas to Editor, COMMERCE PEOPLE, U.S. Department of Commerce, 14th Street and Constitution Ave., N.W.,

Reinventing the Department of Commerce
Contribute Your Ideas Now

Ever felt frustrated that you've had a great idea for improvement, but didn't know what to do with it? Now's your chance. Change is the new buzz-word and Commerce employees will soon have an opportunity to help bring it about. The department wants to hear ideas from every employee about ways to "reinvent" Commerce —to make it a better and more effective place to work.

One of the changes President Clinton has promised involves changing the ways in which the federal government functions. It's what he means when he talks about "reinventing government." In the words of the president:

"It is time to radically change the way government operates —to shift from top-down bureaucracy to entrepreneurial government that empowers citizens and communities to change our country from the bottom up."

The president has asked Vice President Gore to lead a task force of representatives from all parts of government to reinvent government systems, redesign agencies and programs to make them more responsive to their customers. The vice president describes his goal as "...to change the very culture of the government." And he's asked people to think "boldly, broadly and creatively. Think big."

Formally known as the National Performance Review, this process is expected to make the government more results-oriented, to create incentives and tools which allow managers to manage, and to hand down to the level where it belongs, authority for resource decision and actions in delivering services. In addition, the review should identify opportunities to reduce costs, while maintaining the same or better levels of service to customers.

Reinventing government means a willingness to challenge outdated ideas, attack longstanding problems and attempt innovative solutions. It is aimed at establishing a productive partnership between the public and private sectors.

Secretary Brown launched Commerce's own effort in May and the Commerce Performance Review team has been gathering and analyzing data since. Each of the department's bureaus was asked to gather ideas for improvements from throughout the organization. But the secretary wants to be sure all employees have the opportunity to make their ideas known. He believes that the best ideas will come from individual Commerce employees—particularly from those who are actually doing the work — not only managing it. As James King, new director of the Office of Personnel Management, put it: "You now have leadership which wants not only your dedication and hard work, but also your ideas on how to create a culture for improvement in each and every workplace."

The reinvention team would like to hear from anyone who has an idea on how to make things work better, smoother, faster or cheaper. Are there programs that don't work any more or are no longer necessary? How can we bring the information age, which has so transformed our private sector, to the public sector. *All* ideas are welcome. You are encouraged to submit any idea you think will work. And don't worry about whether someone else thinks it will or not —the team wants to hear from *you*. Everyone who suggests an idea will get a response. You may send your ideas electronically, if you have access to the Banyan network, to the following address:

Reinventing Government@Commerce@OSEC OPE.

Or send your ideas by June 25, to:

Commerce Performance Review Team
U.S. Department of Commerce
14th and Constitution, N.W.
Room H5327
Herbert C. Hoover Building
Washington, D.C., 20230

April/May issue Commmerce People, "Manager as Motivator" included a reference to managers as tyrannical. This hyperbole was unwarranted, presented a negative image, and resulted from inappropriate editing of a personnel office submission. The editors regret any misunderstanding.

Commerce People

Published monthly for employees of the U.S. Department of Commerce by the Office of Public Affairs (OPA), Office of the Secretary.

Letters should be addressed to the U.S. Department of Commerce, Room 5058, Herbert C. Hoover Building, Washington, D.C., 20230.

News items may be mailed, or phoned in to the editor on FTS (202) 482-4901.

Jill A. Schuker .....Director, OPA
Bob Poos .....OPA

Personnel Dialogue: Direct Deposit

Q. I currently have my paycheck mailed to me at my home address. I have received my paycheck late on several occasions and each time verified with my personnel office that I was paid on time. Since the mail service cannot speed up the delivery of my paycheck, I am thinking about switching to either office delivery or direct deposit. Which would be the best method to ensure that I receive my pay on time?

A. The best alternative to ensure timely receipt of your salary payment is direct deposit/electronic funds transfer. In fact, effective May 16, the department eliminated the option of office delivery for receipt of salary payments. Office delivery is costly and not as reliable as direct deposit. Federal salary payments paid via direct deposit are electronically transferred through the Federal Reserve System directly to your personal checking or savings account. Financial institutions offering this service adhere to strict rules about the timeliness of making federal salary payments available. Payments must be available for withdrawal no later than the opening of business on payment date. Besides ensuring timely salary payments, direct deposit is practical and convenient since it can save you the time and expense of trips to the bank to deposit or cash checks. It is also safer because your salary payment is not subject to theft or loss. Furthermore, interest is earned immediately if your check is deposited into an interest-bearing account. Your personnel office has new FASTSTART direct deposit forms which will simplify your enrollment in direct deposit.

Q. Does the cost-of-living adjustment for those persons living in high-cost areas such as Alaska, and/or the geographic differential such as that paid to workers in New York City, count in determining an employee's "high-three" for retirement purposes?

A. Federal employees living in high-cost areas such as Alaska and Hawaii receive additional pay called "a nonforeign cost-of-living allowance." This allowance IS NOT considered part of an employee's "basic pay" for retirement purposes. Therefore, it is not used in computing the high-three average salary. However, the "interim geographic pay adjustment" received by federal employees working in New York City IS part of basic pay for retirement purposes and is used in determining the high-three average salary.

Following is a current list of all the special types of pay included in "basic pay" for purposes of retirement:

1. Night differential pay for wage employees (prevailing rate).
2. Environmental differential pay for employees exposed to various degrees of hazard, physical hardship, and working conditions of an unusual nature.
3. Tropical differential pay for U.S. citizen employees of any agency on the Isthmus of Panama.
4. Interim geographic adjustments made under Public Law 101-509, the Federal Employees Pay Comparability Act of 1990. The president may grant geographic pay adjustments of up to 8 percent in areas where there are
   (1) 5,000 or more General Schedule employees
   (2) significant pay disparities and
   (3) widespread recruitment or retention problems (currently New York City, Los Angeles, and San Francisco).
5. Locality-based comparability payments. Annual adjustments authorized to begin in 1994 or thereafter under the same Public Law 101-509 cited above.
6. Premium pay for standby time (firefighters), and for irregular, unscheduled overtime (law enforcement officers).

As part of its outreach to business, Commerce Office of Consumer Affairs led a panel presentation, April 28, for the Society of Consumer Affairs in Business' spring conference in Washington, D.C. Panelists discussed Department of Commerce resources and programs of special interest to business consumer affairs officials. Left to right: Marc G. Stanley, National Institude of Standards and Technology; Thomas P. Bold, National Technical Information Service; Laura C. Rieders, International Trade Administration; Gary M. Young, Bureau of the Census; and Constance R. Beck and Eugenia S. Hunter, Office of Consumer Affairs.

Personnel Notes: Collecting Child Support

The Office of Personnel Management and Health and Human Services' Office of Child Support Enforcement have joined forces to help federal employees who are custodial parents having difficulty in collecting child support payments. Commerce supports this initiative.

Every child has a right to support from *both* parents —whether they live together or apart. When non-custodial parents fail to make child support payments, there are federal laws which require states to enforce collection of such payments on behalf of families who apply for enforcement services. Every state has established county/local child support enforcement offices to receive applications and take enforcement actions.

Specifically, the child support office will: 1) find the absent parent 2) establish legal fatherhood for children 3) establish the legal support order and 4) collect child support payments.

To obtain the addresses and phone numbers of the enforcement offices or to find out more about the program and related resources available such as the state parent locator service, contact your Employee Assistance Program coordinator.

Attempting to collect child support payments is usually stressful and often causes emotional pain. Remember your EAP coordinator is available to provide counseling and assistance in dealing with these important issues.

Social Security Taxes

The law requires that Social Security taxes be paid by all federal employees. Social Security taxes consist of Old Age Survivors and Disability Insurance and Medicare or Hospital Insurance Tax, and are computed as a percentage of GROSS wages. An employee's retirement coverage determines which portion of the taxes the employee will be required to pay. That is, employees covered under the Civil Service Retirement System will be taxed for HIT only; those covered under the Federal Employees Retirement System will be taxed for both OASDI and HIT. The tax base for OASDI and HIT are adjusted annually for inflation. For the 1993 taxable year, the adjusted figures are as follows: 1) OASDI is deducted at the rate of 6.2 percent up to the new wage base of $57,600, and 2) HIT is deducted at the rate of 1.45 percent up to the new wage base of $135,000. Employees subject to the OASDI tax who are in a high wage bracket or who regularly receive additional pay (e.g., overtime), usually meet the OASDI taxable base well before the end of the tax year. When this occurs, OASDI deductions automatically will be stopped. For additional information on Social Security taxes, contact your personnel office.

Promotion Plans?

Many of us have career aspirations and specific plans for getting where we want to go. However, there is another kind of promotion plan—the written procedures and policies which make up the competitive process known in Commerce as the Merit Assignment Program Plan. It will almost certainly be a factor in your personal career planning. Test your knowledge with these true/false questions.

_____ If my name is among those referred to the selecting official on a MAP selection certificate, I am entitled to an interview.

_____ If I do not make the MAP certificate for a position, the personnel office will tell me how the panel rated my application and those of the other candidates, so that I can gain an understanding of my relative competitiveness.

_____ The selecting official should base his or her decision on the information in my SF-171. What my current or former supervisor thinks of my abilities is irrelevant.

_____ In order to be considered timely, my application for an announced vacancy must be postmarked by the closing date of the announcement.

_____ MAP panels must have an equal employment opportunity representative.

_____ If I am not selected, I can expect a notice from the personnel office informing me of how I fared in the competitive process.

_____ If my position is in a career ladder, my advancement within that career ladder is guaranteed because no competition is required.

_____ For merit assignment vacancies, all rating and ranking of candidates is done by panels.

At present, there are no right answers to the above. And "why not?", you might ask.

The reason is that in Commerce there are several local merit assignment plans covering different operating units, and not all of them are the same. If you drew a blank on some of these questions, why not take a look at the plan for your particular organization.

Much like being an informed voter is a civic responsibility, knowing about our merit assignment program is one of our responsibilities as employees. Besides, where else can you learn about how to receive employment consideration while you are on leave, what's the inside story on panel composition, or circumstances under which you might be eligible for priority consideration?

Merit assignment plans give employees the right to information about these and other policy and procedural matters. To exercise that right, contact your personnel office to request a copy for your review.

Back Page: A CERA Summer

The Commerce Employees Recreation Association or CERA is offering motor coach tour travel specials, organized by Carter Tours and Sherman Coaches.

Tour prices include roundtrip transportation via motorcoach, first class hotel accommodations, all sightseeing listed, admissions as listed, all taxes and the services of a professional Tour Director (except Disney World), baggage handling for one piece of luggage per person and meals as stated.

All prices quoted are a per person price with two people to a room. Single rooms are also available—call for prices.

For a complete itinerary (following lists only main highlights) and for more information, call Carter Tours' main office at (301) 261-5013.

June

Hawaii in Pittsburgh Plus Jamboree U.S.A.

Transportation, hotel accommodation, Hawaiian Show with dinner, sightseeing of Pittsburgh and Oglebay Park, dinner cruise on the Ohio River and an evening Jamboree, U.S.A.

June 3 *4 days* *$284*

Cape May

Visit Cape May, N.J., one of the oldest seashore resorts on the Atlantic. Transportation, hotel accommodations and sightseeing plus one dinner.

June 4 *3 Days* *$188*

Niagara Falls

Tour includes hotel accommodations on U.S. side of the Falls. Sightseeing of American and Canadian Falls, Welland Canal, Hydrofloral Clock, Niagara-on-the Lake, a day excursion to Toronto, Canada. One dinner included.

June 9 *5 days* *$368*

Branson, Mo.,-"The New Country Music Capital"

Transportation, hotel accommodations in Lexington, Ky., (four nights), Branson, Mo., (two nights), St. Louis and Charleston, W.Va. Sightseeing includes The School of the Ozarks, Silver Dollar City, Waltzing Water, St. Louis Gateway Arch, boat cruise, country music shows.

June 12 *9 days* *$958*

Wisconsin Dells

Explore the Wisconsin Dells Region, scenic riverway, mysterious cliffs, canyons and caves. Sightseeing of the upper and lower Dells by land and water. Two breakfasts and one dinner are included.

June 15 *6 days* *$496*

Florida Summer Vacation

Tour accommodations include one night in South Carolina going and on return, four nights in Orlando, three-day Disney Passport with unlimited use of Disney World, EPCOT and MGM Studios. Children's rate offered.

June 19 *7 days* *$488*

Atlantic City Overnight

Transportation, hotel accommodations, $bonuses$, plus a visit to Smithville Village.

June 21 *2 days* *$79*

Fun-n-Sun/Myrtle Beach/"The Grand Strand"

Transportation, hotel accomodations four nights Myrtle Beach, sightseeing of Brookgreen Gardens, Charleston, S.C., Boone Hall Plantation, Waccamaw Pottery Complex. Plus time to enjoy the beach.

June 23 *5 days* *$389*

July

Florida—4th of July Special

Tour accommodations include one night in South Carolina going and on return, four nights in Orlando, three-day Disney Passport with unlimited use of Disney World, EPCOT and MGM Studios. Children's rate offered.

July 1 *7 days* *$488*

The Best of New England

Transportation, hotel accommodations—Groton, Conn., Portland, Maine, Boston and Plymouth, Mass, Newport, R.I. Sights include Martha's Vineyard, Mystic Seaport and Boston's North Shore.

July 2 *9 days* *$750*

Niagara Falls

Tour includes hotel accommodations U.S. side of the Falls. Sightseeing of American and Canadian Falls, Welland Canal, Hydrofloral Clock, Niagara-on-the Lake, a day excursion to Toronto, Canada. Dinner included.

July 14 *5 days* *$368*

Virginia Beach

Transportation, hotel accommodations, visit to Norfolk Naval Air Station, Gardens by the Sea, plus time to enjoy the beach.

July 22 *4 days* *$258*

Thousand Islands Region/Ottawa/Montreal

Visit Alexandra Bay, Ottawa, Montreal, Burlington, Vermont, Lake George and 1000 Island Region. Parliament Hill of Ottawa and the Changing of the Guard, cruise on the Rideau Canal, Old Quarter of Montreal, Olympic Village, Quebec City, St. Anne DeBeaupre, cruise of Lake George in the Adirondacks are also featured.

July 31 *9 days* *$888*

August

Atlantic City

Transportation, hotel accommodations, $bonuses$, plus a visit to Smithville Village.

Aug. 9 *2 days* *$79*

Nova Scotia/Canadian Maritime Provinces

Sights include coastal New England then on to Prince Edward Island visiting the many small villages. Ferry to Nova Scotia and Cape Breton traveling the Cabot Trail, Halifax for more sightseeing and "Peggy's Cove" then on to Yarmouth and sail across Bay of Fundy to Bar Harbor, Maine. Acadia National Park tour then on to Boston for return.

Aug. 1 *12 days* *$1,285*

Niagara Falls

Tour includes hotel accommodations U.S. side of the Falls. Sightseeing of American & Canadian Falls, Welland Canal, Hydrofloral Clock, Niagara-on-the Lake, a day excursion to Toronto, Canada. Dinner included.

Aug. 25 *5 days* *$368*